

EXECUTIVE SECRETARIAT
ROUTING SLIP

TO:

		ACTION	INFO	DATE	INITIAL
1	DCI				
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SUSPENSE		Date			

Remarks

Executive Secretary

30 Dec '87

Date

3637 (10-81)



Office of the Director

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
WASHINGTON, D.C. 20415

Executive Registry

87-4955x

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MEMORANDUM FOR HEADS OF AGENCIES

FROM: CONSTANCE HORNER
DIRECTOR *Constance Horner*

SUBJECT: SECOND ANNUAL RIO GRANDE HIGH TECHNOLOGY
MINORITY JOB FAIR

When I spoke to the Southeastern Federal Recruiting Council in Savannah, Georgia, in July of this year, I indicated that further technological discovery, increased entrepreneurship, and greater international competition will demand even greater technical and analytical skills from the American labor pool. Employers will be able to partially meet this demand by constantly training and retraining the work force. However, individuals with these competencies will be increasingly scarce and the Federal Government will have to compete fiercely with the private sector for the brightest, most talented graduates as never before.

To help agencies meet this new challenge, we have embarked on a new recruiting initiative that, among various other planned actions, includes developing much better campus recruiting material and stepping up our job fair activities. In February of this year, OPM worked closely with a non-profit organization and placement offices at southwestern schools to bring about the first Rio Grande High Technology Minority Job Fair in Albuquerque, New Mexico. Attended primarily by students majoring in engineering and the physical sciences, this job fair was of particular significance for the following reasons:

- ° For the first time, a large number of employers and students from seven 4-year colleges and universities were brought together under one roof.
- ° Emphasis was placed on hiring rather than job information. Private sector employers came prepared to interview students and make on-the-spot job offers. Federal agencies with PAC or direct-hire authority kept pace by making a number of tentative commitments.
- ° It was a combined Federal and private industry effort. The over-forty appointments made by the Federal agencies from the 300 participating students demonstrated that the Federal Government can compete successfully with private industry on an equal footing.



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In view of the success of the first job fair, a second Rio Grande High Technology Minority Job Fair is scheduled for February 5 and 6, 1988, in Albuquerque, New Mexico. While the format will be the same, participation by students and organizations will be increased by approximately 70 percent. In line with its recruitment leadership role, OPM has become a primary sponsor of this event and has assumed the role of lead Federal agency in its planning and implementation.

As resources become more limited, we must make the best use of our time and money to compete successfully for available talent. The second annual Rio Grande High Technology Minority Job Fair will present Federal agencies with a great opportunity to recruit, at a single location, bright, talented students from several universities. Agencies expecting to be recruiting in February 1988 are encouraged to participate. Further details may be obtained by calling Ms. Lucille White, Project Uplift, The National Institute for Professional Development, at (505) 265-4464.